



ETHICSPPOINT®

Incident Management

Case

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Watch Out for Hoax Reports

Anonymous hoax reports mimicking insider threats are on the rise, wasting resources and creating security risks. While NAVEX systems remain secure, these reports require careful handling. Learn how to identify and respond to these threats safely.

Dismiss

Read more

Case 460-Discrimination
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Opened
07/03/2025
Days Open
Less than 24 hours

Last modified

07/03/2025

Intake Method

Hotline Web

Status

In Process

Alert Status

None

Case Details

Reported tier information**Case type:**

Allegation

Intake method:

Hotline Web

Location**Organization/Building name:**

City of Las Cruces, NM (Public)

Branch Number:

1

Location name:

City of Las Cruces Main

Location/Address:

City of Las Cruces Main - 1

700 North Main Street

City:

Las Cruces

State/Province:

NM

ZIP/Postal code:

88001

Country/Territory:

United States

Location Name:

City of Las Cruces Main

Reporter Information**Reporter anonymous:**

No

Reporter first name:

Zaira

Reporter last name:

Herrera

Phone number:

9152150648

Email address:

zairah711@gmail.com

Contact availability:

ANYTIME

Case Information**Relationship to the Company or Organization?**

Former Employee

Please identify the person(s) engaged in this behavior:

Adrienne Widmer - Utilities Director

Ron Borunda - Water Deputy Director

Sonya Delgado - Assistant City Manager

Do you suspect or know that a supervisor or management is involved?

Yes

If yes, then who?

Adriene Widmer

Ron Borunda

John Phillip Flores

Paul Gamboa

Sonya Delgado

Is management aware of this problem?

Yes

What is the general nature of this matter?

Harassment, Sexual Harassment, Discrimination, Retaliation, violated employment laws, and FLMA

What do you estimate the monetary value of this matter to be?

USD USD5000000-USD9999999

Where did this incident or violation occur?

City of Las Cruces Waterline Maintenance

City of Las Cruces Joint utilities Building

City of Las Cruces

Please provide the specific or approximate time this incident occurred:

May 2024-September 2024

September 2024-December 2024

January 2025-June 2025

Nov 27 853am

Jan 7

Dec 12

Nov 4

Nov 27

Sept 3

Jan 21

Feb 24

Feb26

Mar 4

May 1

Nov 7

Nov 26

Nov 27

How long do you think this problem has been going on?

More than a year

How did you become aware of this violation?

It happened to me

If other, how?

Observed it happen.

Happen to me.

Reported it to supervisors.

Supervisor admitted he knew it was happening and ongoing for some time.

Multiple incidences occurred

Please identify any persons who have attempted to conceal this problem and the steps they took to conceal it:

Ignored it
Changed documents
Said it was not a problem
Said they would look into it

SONYA DELGADO
ADRIENNE WIDMER
RON BORUNDA
LOYOLA DURAN
GAIL ESTELL
PAUL GAMBOA
JOHN PHILLIP FLORES
MANAGEMENT THROUGH OUT THE CHAIN OF COMMAND

Case Details:

I have multiple witnesses.

Documented and recorded meetings

In my termination paperwork my signature was forged in my time sheet.

Wrongly terminated after participating in a protected activity

To begin, I would like to openly inform you that I was wrongfully terminated as a result of retaliation and discrimination. I experienced retaliation immediately after I initially reported age discrimination, harassment, and sexual harassment incidents that occurred at jobsites. Paul Newman (619-977-5017) made a statement after John Phillip Flores, the Waterline Maintenance supervisor, made him and I go speak to HR about the ongoing harassment at the Waterline Maintenance department. Soon after, Paul Newman quit at which point the work environment continued to be toxic.

I spoke with Loyola Duran, from Human Resources, and Gail Estell, the Compliance Administrator, at City of Las Cruces. I was told I did not have to interview for the position at Water Production. As I started working as a Water Operator, I noticed a difference on how I was being treated poorly in Water Production. My duties within the Water Production department required that I train and ride with a coworker in a truck. I used to drive my own work truck for years which was suddenly was taken away, along with my radio, and PPE. It was during this time which I felt that I was not given proper training as management lacked direction and communication. I made HR aware of the ongoing hostility at the workplace. On November 4th, Gail Estell acknowledged that what I was describing was retaliation. Despite these challenges, I proceeded to train as best as possible. During this time, I felt it was necessary to reach out to different coworkers to train me as my supervisors were purposely ignoring me. It was not customary for a person within my position to have to self-assign themselves to random coworkers in order to be trained.

As I continued work, I was told that I was not capable of performing my job duties because I am a female. I reported this incident to Ron Borunda who then suggested I transfer to a different position in Water Conservation. I was told the new position would be temporary and that it was for my own protection by Rhonda Diaz. Initially, I was told my new position had no Standard Operating Procedure and the work hours were nontraditional.

During this time, I had to make corrections to my timecard and was falsely accused of falsifying my timecard. I was used to making similar corrections through the many years that I worked for the City of Las Cruces and had no problems as they understood why the corrections were necessary to reflect my hours worked. I was then told that I was also in violation of dress code even though I was told I did not need to wear a uniform like I did when I was in my original position.

As I was given these reasons for termination, I was officially terminated on 4/29/2025. The day prior to my termination, Sunday April 28th, the wife of the Deputy Director of Water Utilities (Ron Borunda) sent insulting, hateful, racist, antagonizing comments on social media (Facebook Messenger), in a group message that Ron Borunda created.

She also made inappropriate comments that were directed at my father that recently passed away. This was all documented.

Ron Borunda's wife is not a city employee but was enabled to speak inappropriately by Ron as he created a group chat on Facebook Messenger. I was literally told that I was fired on these messages and days later I found out that they actually fired me.

I had to wait for HR to provide me with an update about the investigation. I went through the chain of command and never got a response. No progressive discipline was followed by the City of Las Cruces about the time card corrections.

I was alienated from my coworker in water conservation. Rhonda Diaz told me I was in the position to help her catch up with work. I was isolated, harassed, humiliated, and never had a meeting about the time card correction.

There were meetings I was forced to go to while I was on FMLA. This violated my rights as I was eligible for 410 hours starting February 5th. In the meetings that I was coerced to attend in order to keep my job were to offer me positions that were a demotion and unfair for me.

The first meeting occurred on February 24th I was not told that I had to make a choice at this time or be forced to resign from the City Of Las Cruces. February 26th once I chose a position, Ron informed me that the position was no longer available to me. I was also informed that there was no clear position that I would return to once my FMLA was over.

On March 4th, Ron said I was taken off of FMLA and put on administrative leave with pay. He said it was an executive decision and provided to details for the decision. Never got an explanation or clarification.

April 27th, two days before, Rons wife tells me I was terminated and her reasons why with Rons support.

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Nov 26 Ron told me if I go speak to Adrienne Wider that "she would rip me a new one."

While i weas on FLMA, I was forced to attend meetings where Adrienne withheld information to try to make me resign. I a meeting she

told me I did not have the tough skin for the job I have been doing for years.

Went through the grievance process with the union and the city of las cruces and my evidence was ignored once again.

Went through this in good faith and my human right and employment rights were violated

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